



The FY2006 Override and the Continued Success of the Wayland Public Schools

April 2005

www.waylandschoolcommittee.org



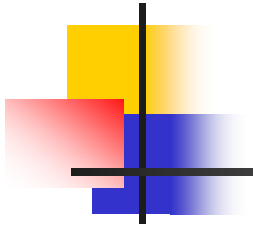
Presentation outline

- Our budget
- Comparison to peer towns
- The need for the override
- Additional Q&A



Wayland's schools succeed

- As measured by
 - Percentage of eligible students attending ([more](#))
 - Student test performance ([more](#))
 - Student activity participation ([more](#))
 - Wayland awards ([more](#))
 - College and university acceptances ([more](#))
 - Feedback from Wayland graduates ([more](#))

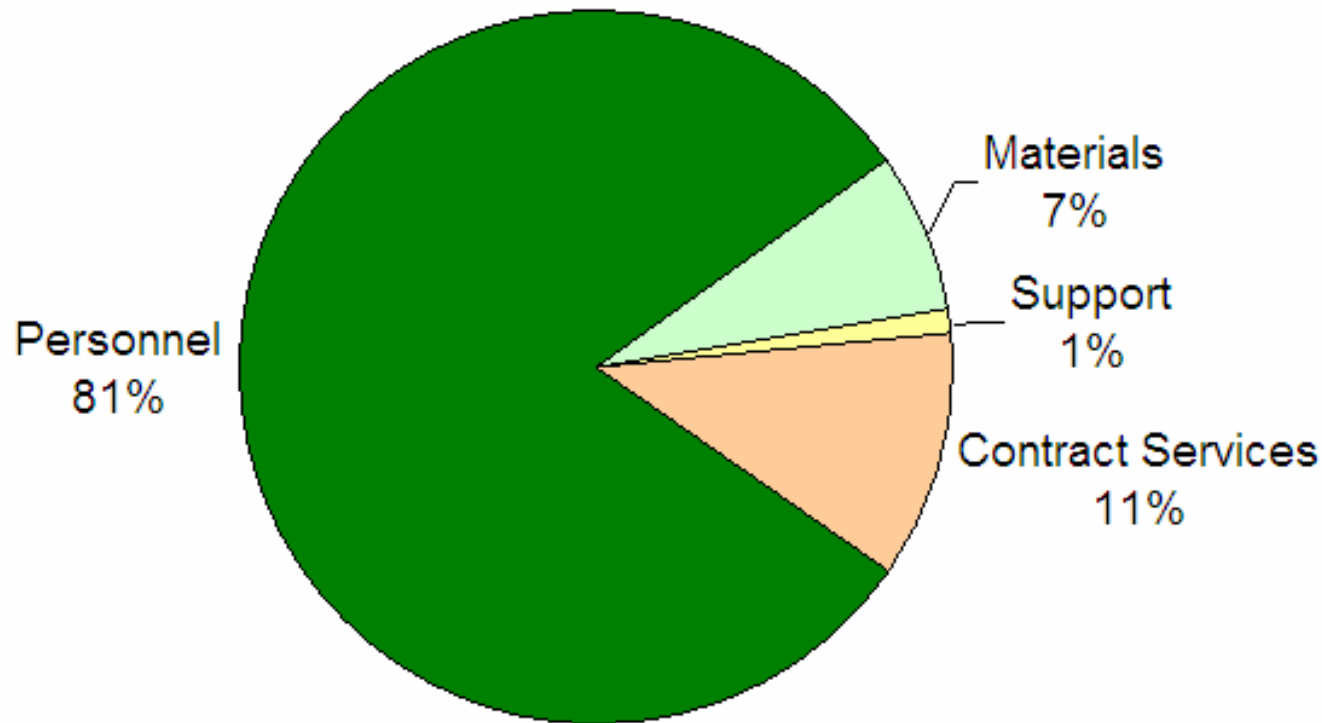


Our budget

Wayland's school budget: \$27,881,368 including \$501,625 in offsets

FY2006 WPS Budget by Function

Contract Services are primarily personnel costs



[more](#)



How did we arrive at this budget?

- Finance Committee delivers guideline
- Administrators prepare budget requests
- Superintendent reviews
- School Committee reviews
 - Numerous public meetings in January-March
- Net result: reduction of ~\$820,000
 - And, fees increased by ~\$300,000



What is causing the increase?

Salary increases for existing staff Salary, steps/lanes, retirement	\$942,884	54.0%
Growth 2.0 HS FTEs, 1.65 ES FTEs	\$201,341	11.5%
Special services Tuition, contract services, equipment	\$198,966	11.4%
Maintenance and operations Custodial and maintenance services, utilities	\$179,699	10.3%
Program enhancements 1.0 FTE reading teacher, 1.0 FTE academic center	\$151,304	8.7%
Transportation Contract services and fuel costs	\$72,972	4.2%
Total	\$1,747,166	100%



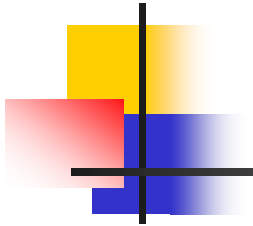
Additional school budget considerations

- FY99 Facilities Manager
- FY04 “giveback” of \$100k
- FY05 Academic Center
- FY05 budget increase of only 1.74%
- FY05 Claypit roof project under by ~\$100k
- FY06 fee increases of nearly \$300k
- FY06 SPED grant of \$200k



Activities at the state level

- Suburban Coalition
 - General lobbying, Legislative Breakfast
- School building assistance
 - Continued dialogue about past projects, future needs
- METCO
 - Lobby Day, regular communication with state
- MASC
 - Lobbying to restore FY04 budget cuts
- Our legislators
 - Regular interaction, strong rapport



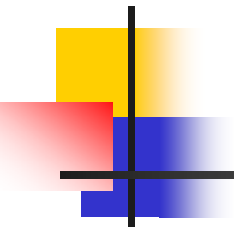
Comparison to peer towns



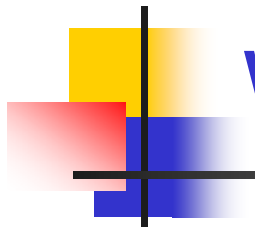
Many towns need overrides

Town	Override per capita
Acton	\$216
Sudbury	\$174
Weston	\$172
<u>Wayland</u>	\$167
Boxborough	\$160
Arlington	\$143
Wellesley	\$97
Lincoln	\$61
Concord	\$59
Average	\$139

How does Wayland's override history compare to peer towns?

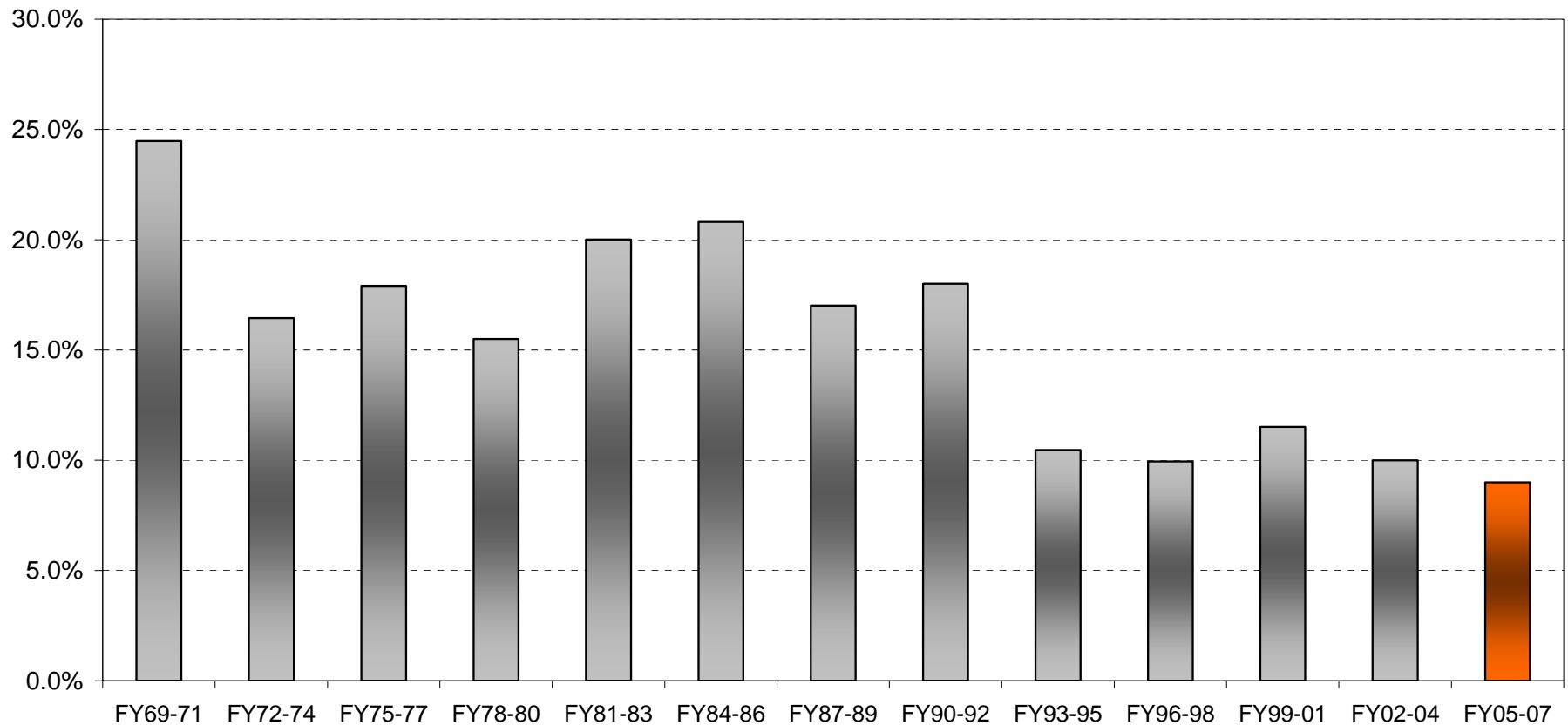


	FY00	FY01	FY02	FY03	FY04	FY05	FY06
Acton	\$1,184,920						\$4,500,000
Belmont			\$3,000,000	\$2,400,000			
Boxborough							\$800,000
Carlisle	\$445,862	\$222,487	\$558,830	\$1,014,300			
Concord			\$2,249,222	\$1,478,773			\$1,007,000
Dover							
Framingham				\$7,173,239			
Hopkinton	\$1,200,000						
Lexington		\$3,440,829			\$4,957,000		
Lincoln			\$583,000	\$300,000	\$350,000		\$490,000
Marlborough							
Maynard							
Natick							
Needham				\$17,276,000			
Sherborn		\$250,000	\$595,000	\$345,000			
Sudbury		\$1,740,946	\$1,018,820	\$2,999,995			\$3,000,000
Wayland				\$1,300,000	\$850,000	no	\$2,300,000
Wellesley		\$750,000	\$1,967,821	\$2,539,201			\$2,600,000
Weston		\$590,000	\$500,000				\$2,000,000



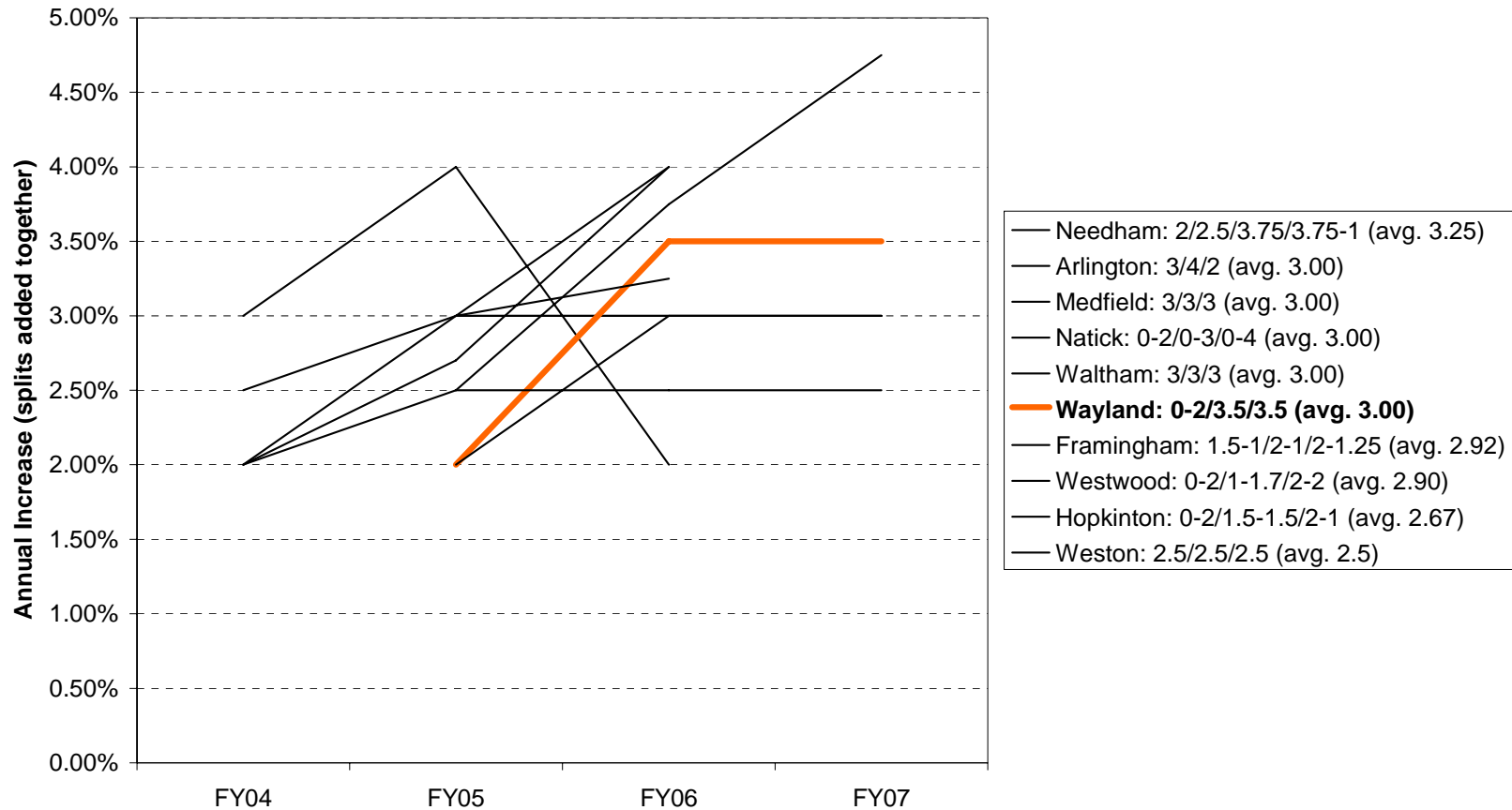
Wayland settlement history

3-Year Negotiated Increase over Time



The FY05-07 settlement

Settlements Contemporary with Wayland's FY05-07



[more schedule](#)

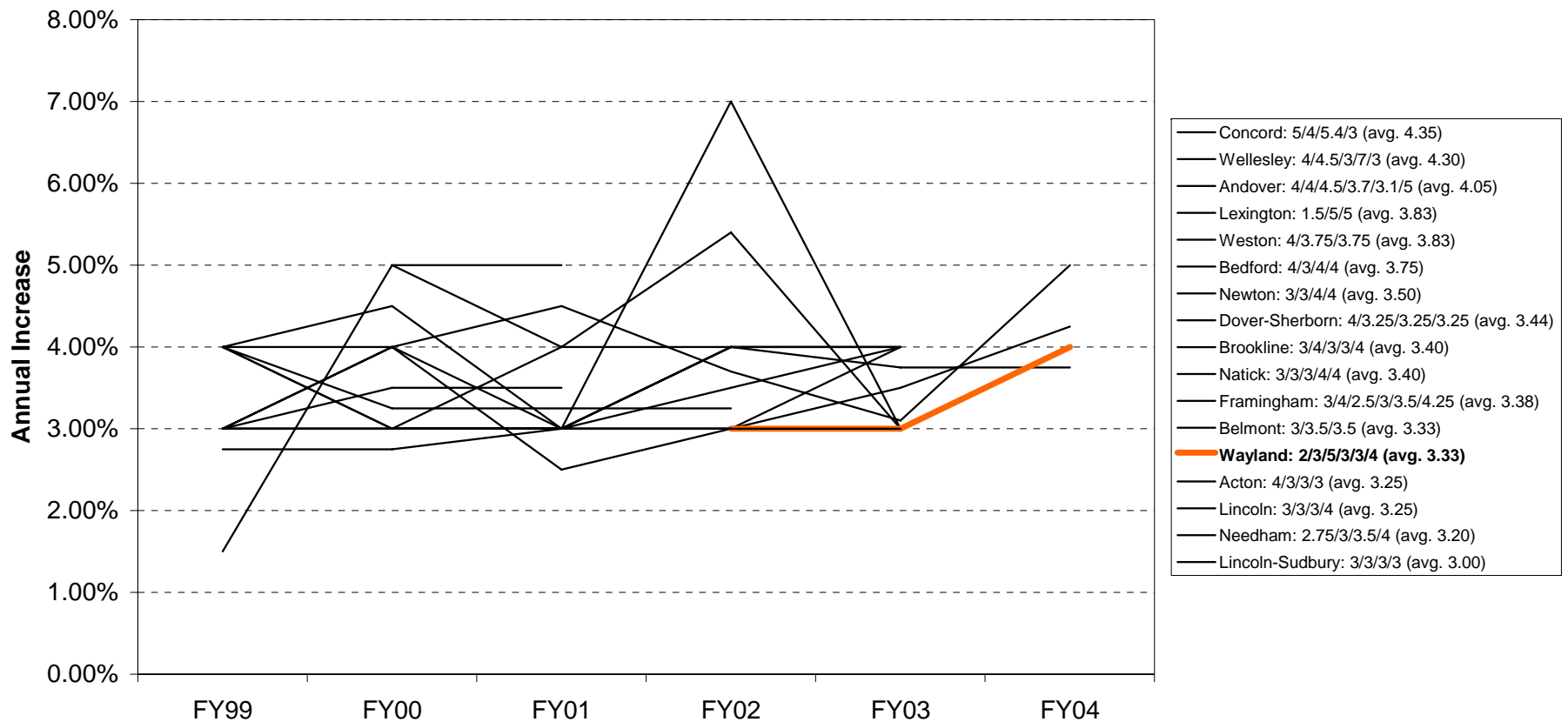


Wayland vs. Weston

- On the surface
 - Wayland: 0-2/3.5/3.5, average 3.00
 - Weston: 2.5/2.5/2.5, average 2.50
- “Backloading” helps
 - Over the settlement period, Wayland could have spent the same amount as 0-2/3.5/3.5 if we had instead settled for 2.6/2.6/2.6

The FY02-04 settlement

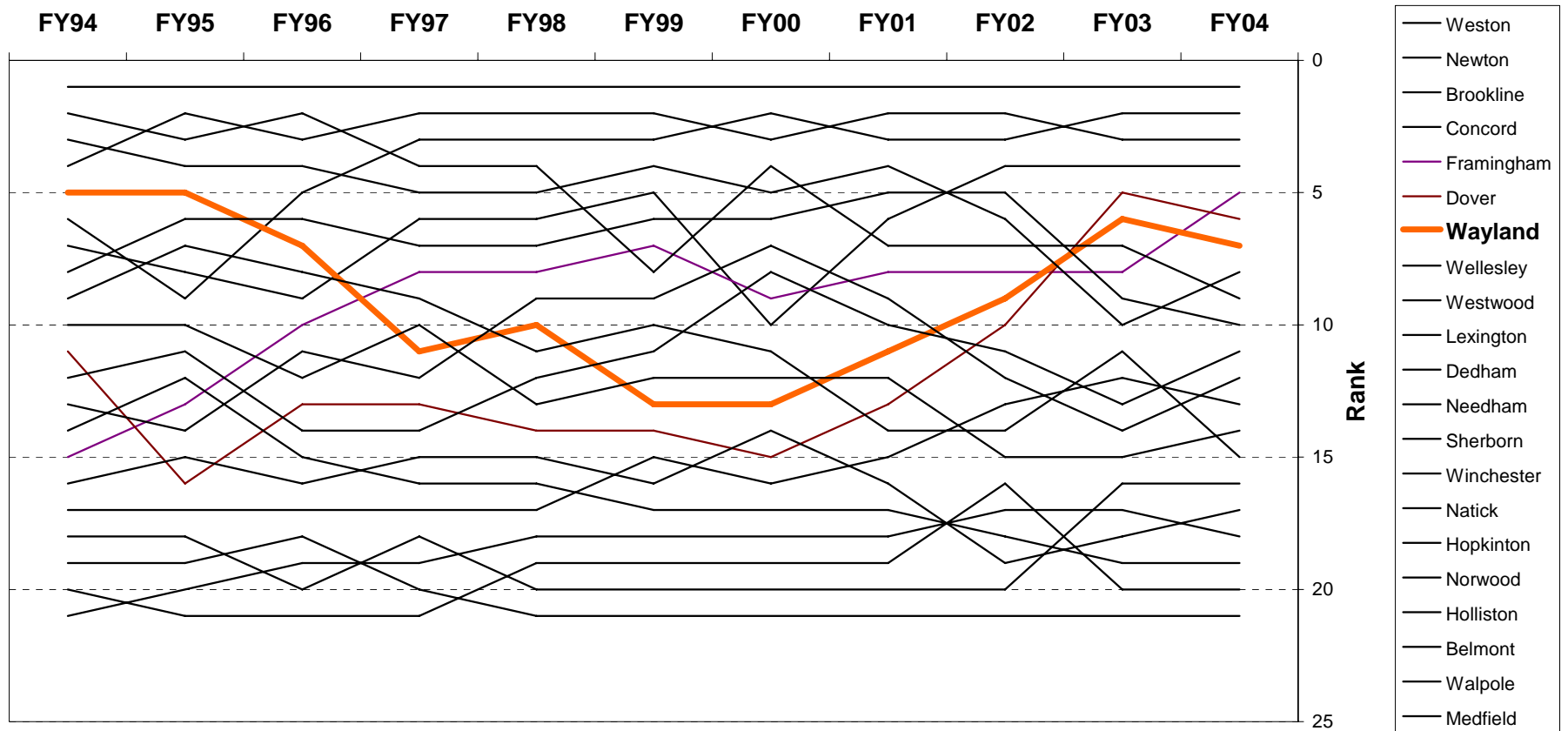
Settlements Contemporary with Wayland's FY02-04



[more schedule](#)

Per pupil expenditures

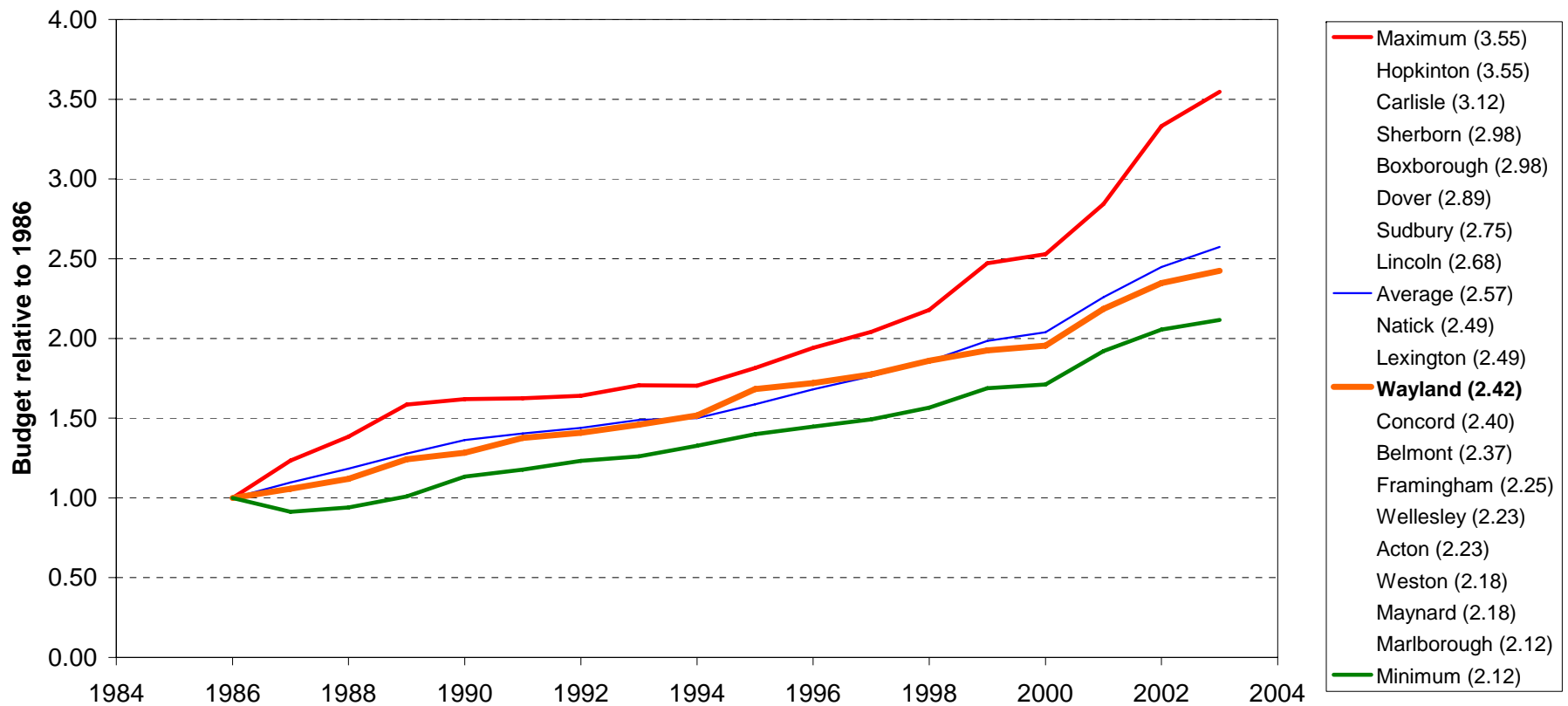
Rank of Per Pupil Expenditure over Time

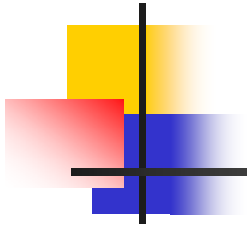


income

How does Wayland's overall budget growth compare to peer towns?

Per Capita Budget Increase: 1986-2003
 Selected MA towns: average = 2.57, median = 2.46





The need for the override



Impact of failed override

- Budget reduction of ~5% of operating budget
- Philosophy driving areas to cut \$1,518,987
 - As far from the children as possible, ...
 - ... but those budget areas are already lean
- So, teachers and other staff will be laid off, ...
- ... class sizes will rise, and ...
- ... activities and materials will be reduced



What staff cuts will a failed override necessitate?

- A minimum of ...
 - 16 certified teaching positions
 - 1.32 support staff positions
- ... affecting 31 staff members
 - 15 of whom will be laid off



Besides staff, where else will cuts take place?

- MS/HS athletic programs
 - e.g., no freshman athletics
 - e.g., no MS spring sports
- Other extra-curricular activities
 - e.g., no Elementary Band and String Program
 - e.g., no 5th grade play
- Summer teacher professional development
- Instructional materials and supplies

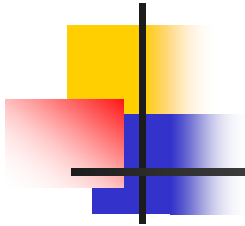


The schools benefit the Town

- Facilities for community events
- Positive impact on property values
- Value of the “intergenerational contract”

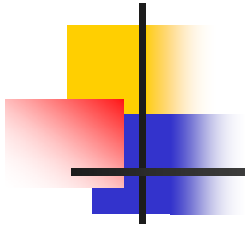
Our progress as a nation can be no swifter than our progress in education. The human mind is our fundamental resource.

- *John F. Kennedy*

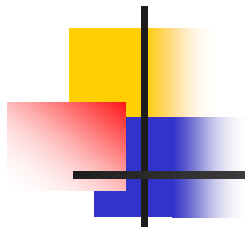


Thank you

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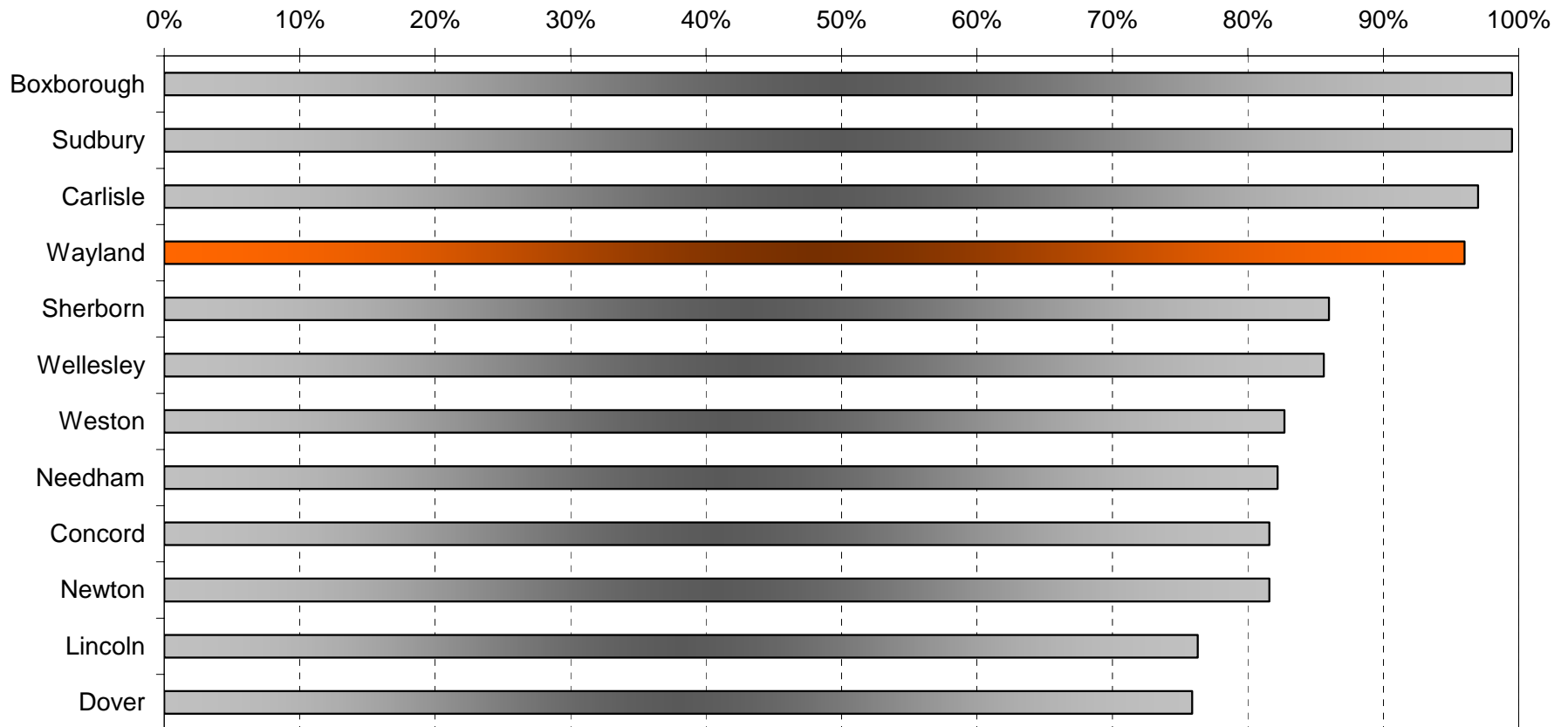


Supporting materials



Eligible children attending

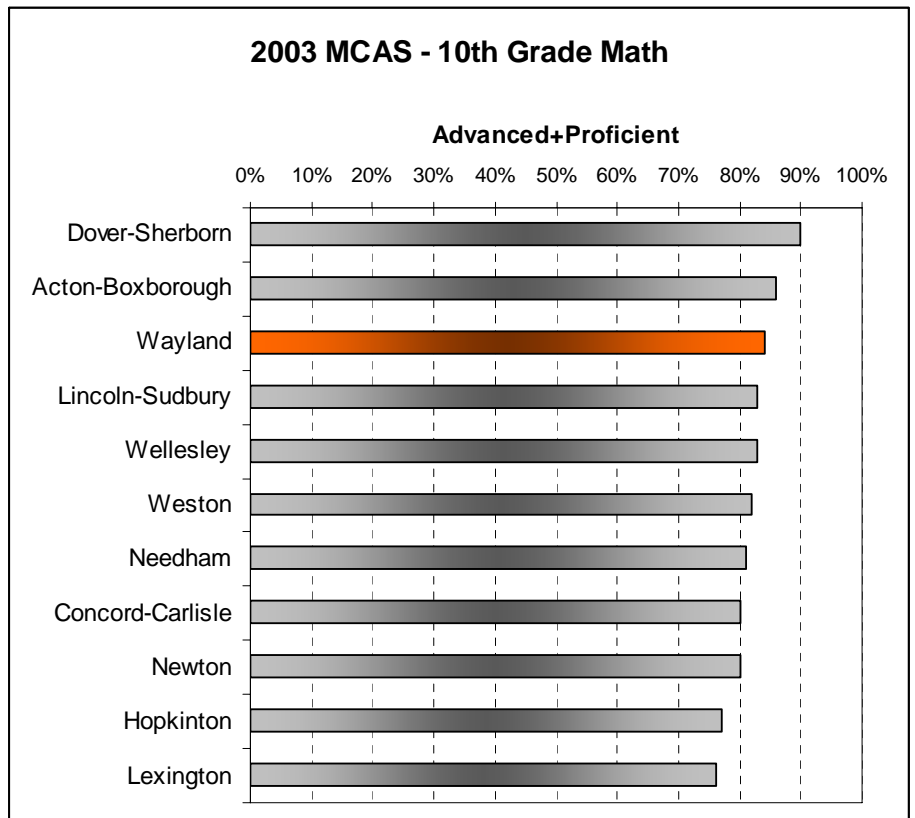
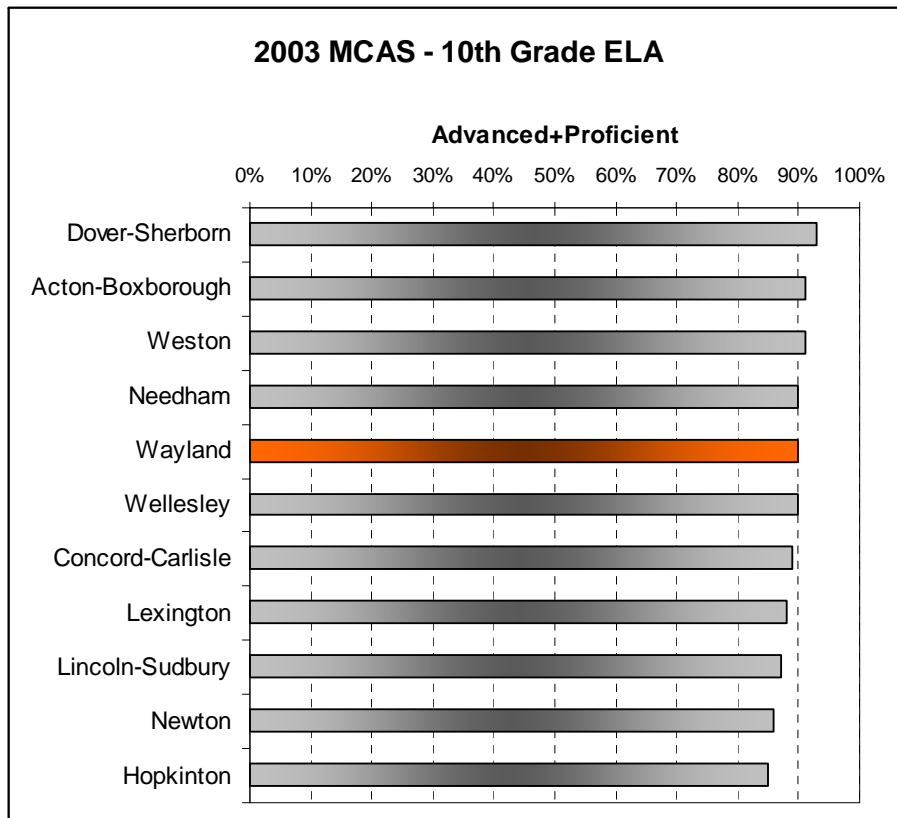
Percentage of Eligible Children Attending Public Schools



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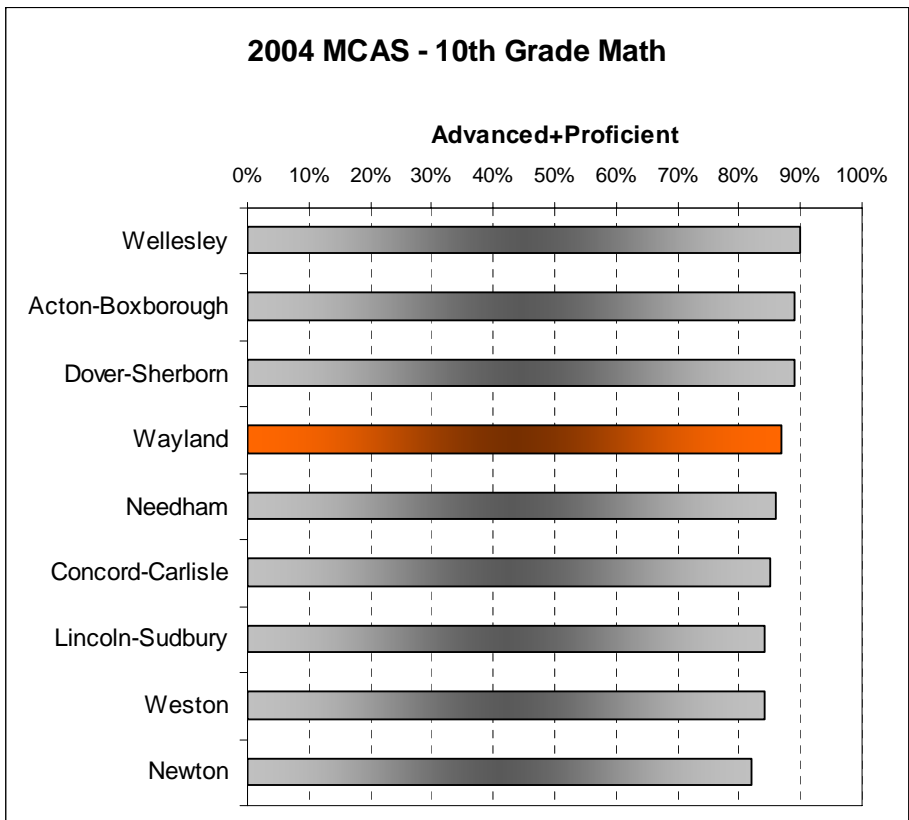
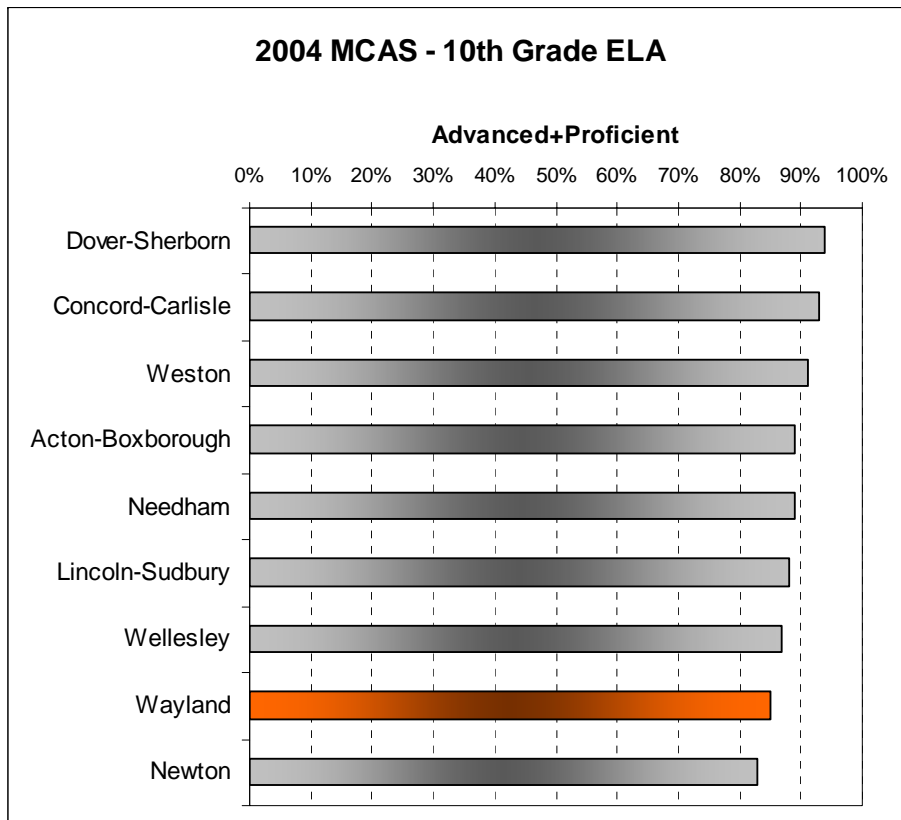
MCAS 2003



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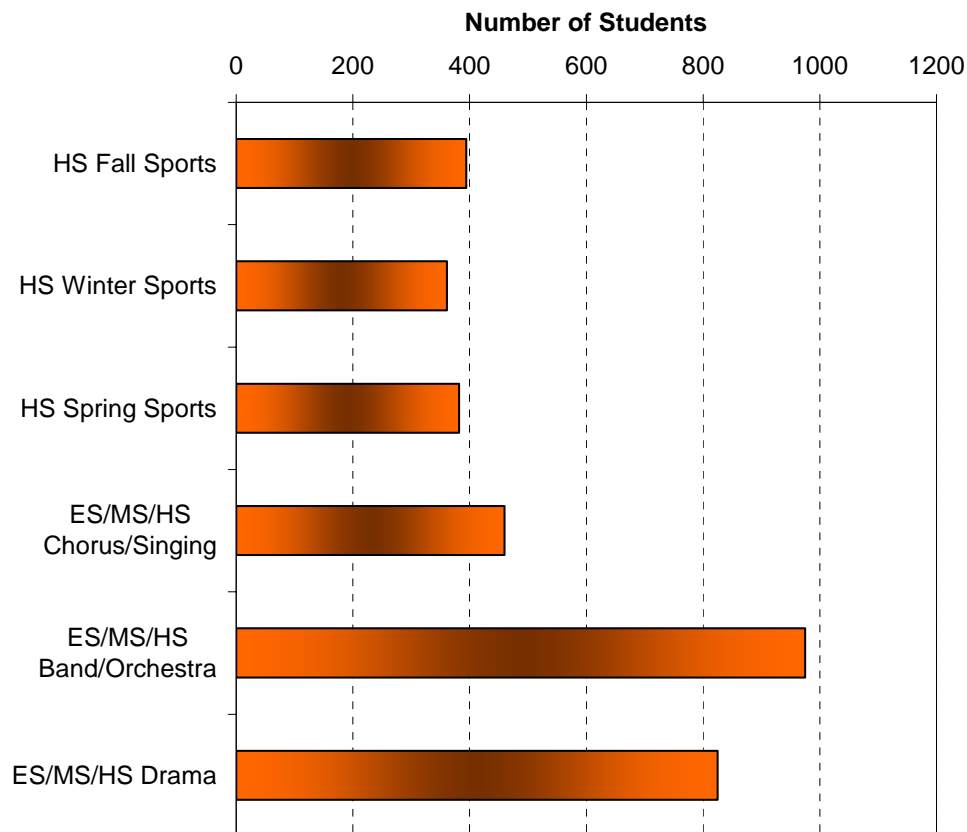
MCAS 2004



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Activity participation

Athletics, Arts, and Club Participation



- 40 clubs and student organizations
- Overall, 80% of students are involved in extra-curriculars

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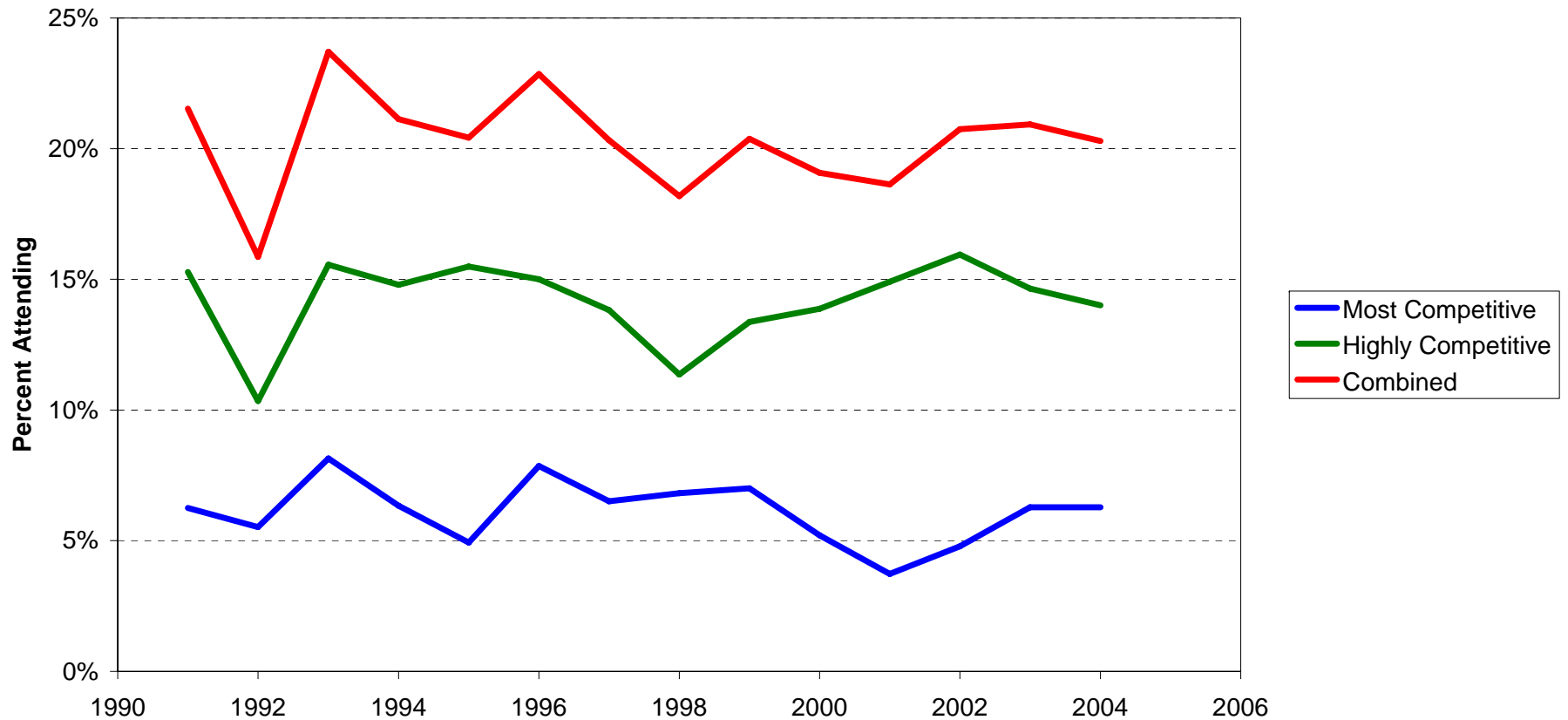


Representative Wayland awards

- 1999 American Chemical Society awards
- 2000 Mock Trial state winner
- 2003 teacher selected as Einstein fellow
- 2003 Disney Teacher of the Year
- 2005 WHS Orchestra: MICCA Gold Medal
- 2005 Math Team: state 2nd place
- 2005 Goldin Award: Excellence in Teaching

College/university attendance

College/University Attendance over Time



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Feedback from Wayland grads

“I am writing because after a year in this incredible place [Wellesley College], I am so much better able to recognize and appreciate the [Wayland] teachers who got me here. ... Not only did these individual teachers prepare me to succeed in one the nation’s best colleges, but the High School as a whole did, with all of its demands, pressures and high expectations.”

- Recent Wayland graduate

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School costs within the municipal budget

- FY2005: start at 55.7%
- Add health, Medicare, nursing, debt/interest
- Result: 65.8% (schools at 72.4% of FTEs)

	School FTEs ^a	Municipal FTEs ^b	School Budget ^c	Insurance 32B ^d	School 32B ^e	Medicare	School Medicare	School Nursing ^g	School Debt/Interest ^f	School Budget ^h
FY1999	333	151	\$17,346,728	\$1,500,000	\$1,033,237	\$80,000	\$55,106	\$175,000	\$1,684,945	\$20,295,016
FY2000	347	150	\$18,464,919	\$1,600,000	\$1,118,392	\$80,000	\$55,920	\$195,242	\$1,363,821	\$21,198,294
FY2001	370	153	\$20,462,780	\$1,908,580	\$1,350,580	\$80,000	\$56,611	\$211,000	\$1,741,709	\$23,822,680
FY2002	390	155	\$21,743,719	\$2,769,184	\$1,981,343	\$80,000	\$57,240	\$217,180	\$1,713,095	\$25,712,577
FY2003	400	155	\$22,869,117	\$2,899,885	\$2,089,715	\$230,000	\$165,743	\$239,939	\$1,191,921	\$26,556,435
FY2004	404	151	\$25,462,202	\$3,247,463	\$2,364,635	\$230,000	\$167,474	\$300,836	\$1,489,131	\$29,784,277
FY2005	409	156	\$25,909,202	\$3,846,056	\$2,783,290	\$350,000	\$253,286	\$213,944	\$1,439,664	\$30,599,385
FY1999	68.9%	31.1%	54.6%		3.2%		0.2%	0.6%	5.3%	63.8%
FY2000	69.9%	30.1%	55.0%		3.3%		0.2%	0.6%	4.1%	63.2%
FY2001	70.8%	29.2%	54.9%		3.6%		0.2%	0.6%	4.7%	64.0%
FY2002	71.5%	28.5%	55.1%		5.0%		0.1%	0.6%	4.3%	65.2%
FY2003	72.1%	27.9%	55.1%		5.0%		0.4%	0.6%	2.9%	64.0%
FY2004	72.8%	27.2%	56.7%		5.3%		0.4%	0.7%	3.3%	66.3%
FY2005	72.4%	27.6%	55.7%		6.0%		0.5%	0.5%	3.1%	65.8%

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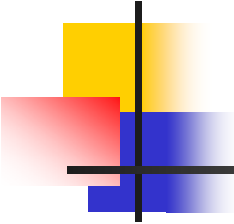
District experience

- 12 administrators
 - Combined 250 years of education experience
- 275 certified teachers
 - Combined 2,500 years of education experience



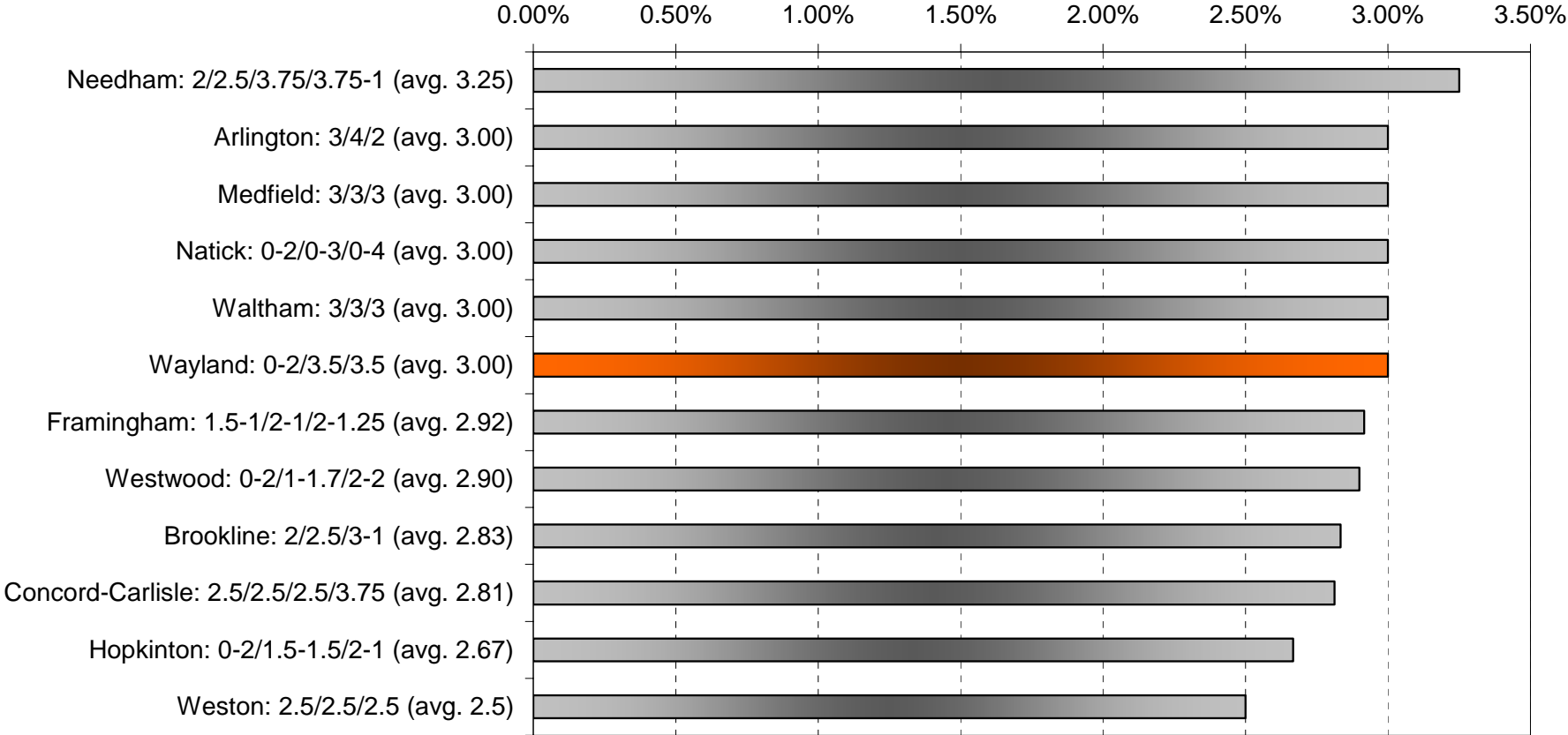
What's the household impact of the requested \$2.3M override?

- Median house price
 - \$531,500
- Annual household impact
 - \$400 per year



Another look: FY05-07 settlement

Average Settlements Contemporary with Wayland's FY05-07

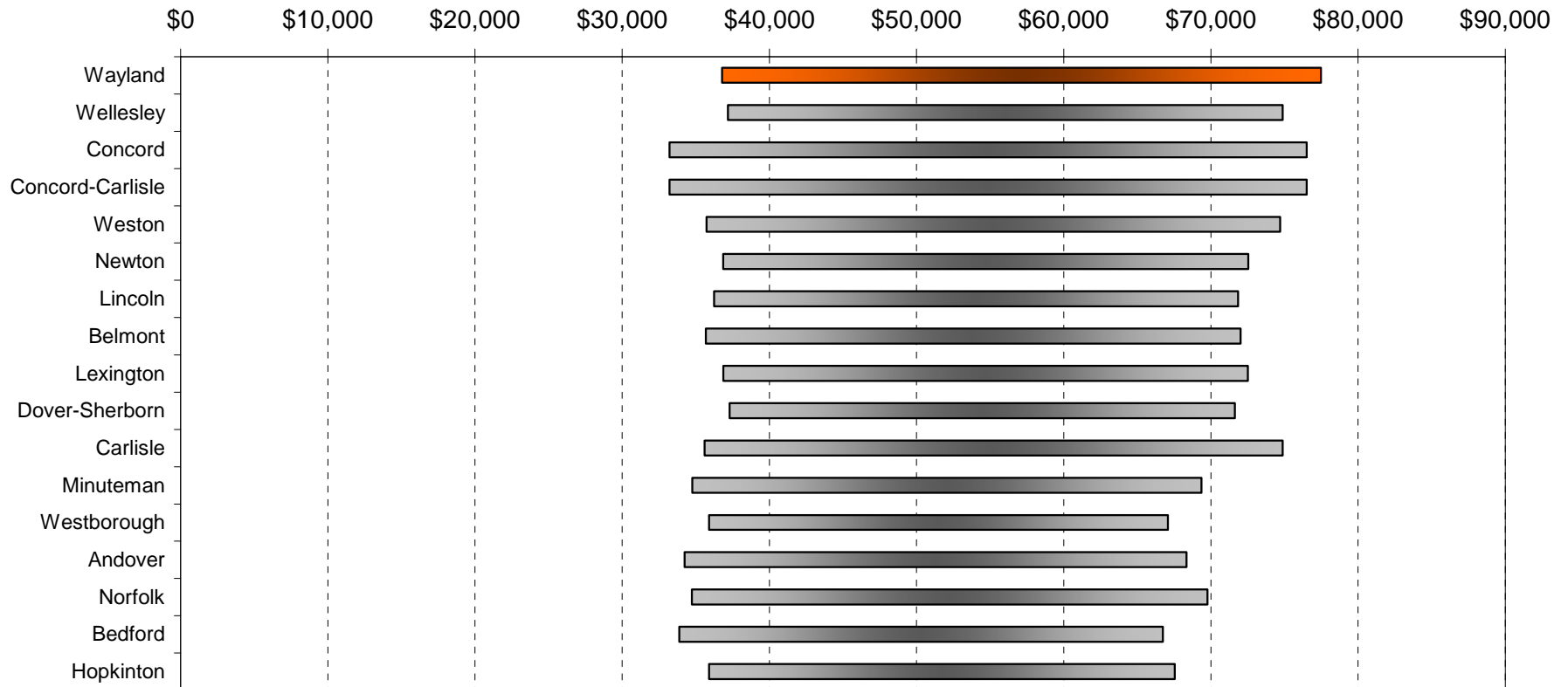


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FY04 salary schedules

FY04 School Salary Step Ranges for Selected Towns Bachelor's to Master's+30

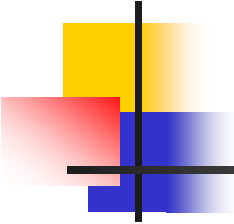


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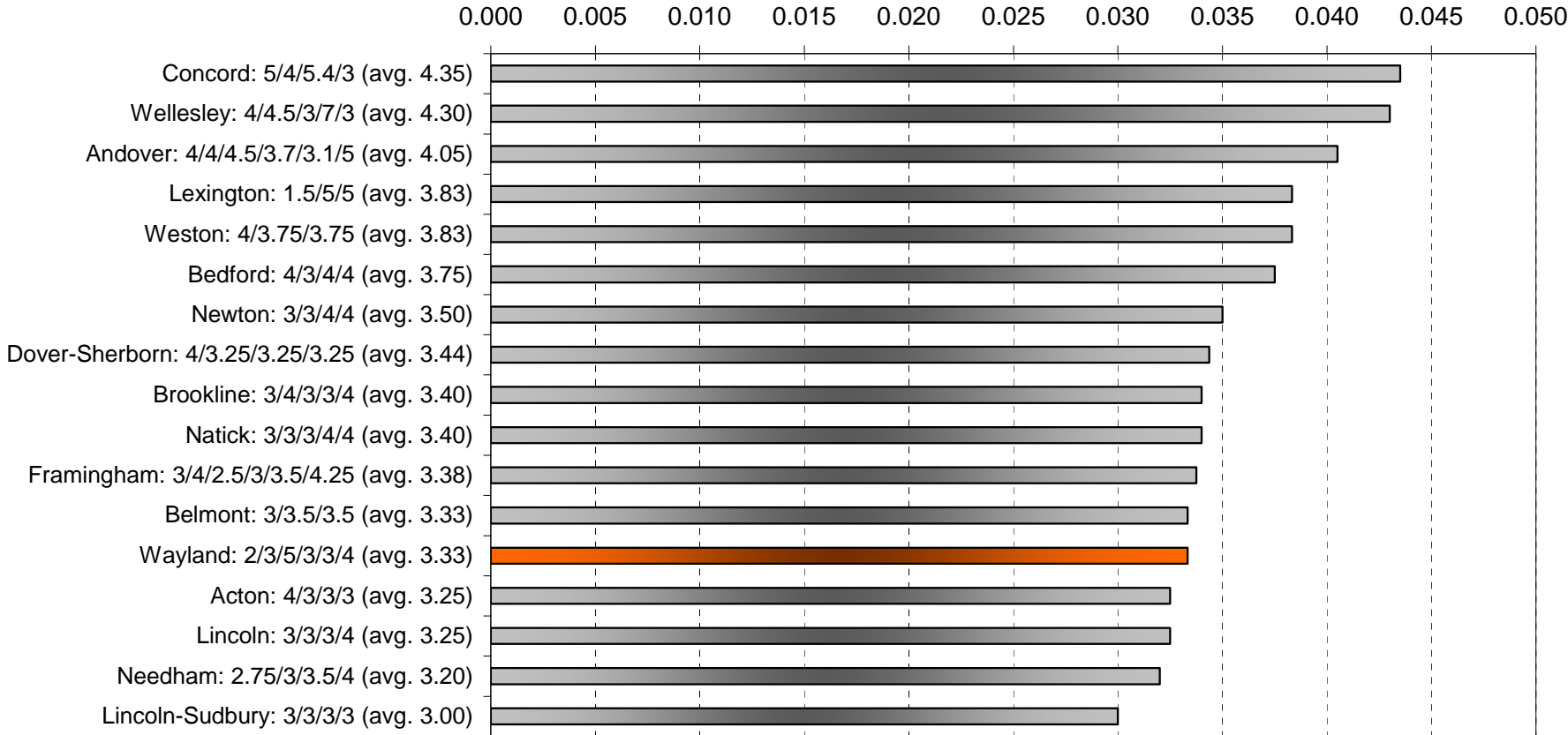
FY04 salary schedule details

- Prior chart is “unweighted”
 - Wayland ranks 5th for Bachelor’s minimum
 - Wayland ranks 6th for Bachelor’s maximum
 - Wayland ranks 10th for Master’s minimum
 - Wayland ranks 4th for Master’s maximum
 - Wayland ranks 1st for Master’s+30 maximum
- Lower end rankings shifted down since ‘01



Another look: FY02-04 settlement

Average Settlements Contemporary with Wayland's FY02-04

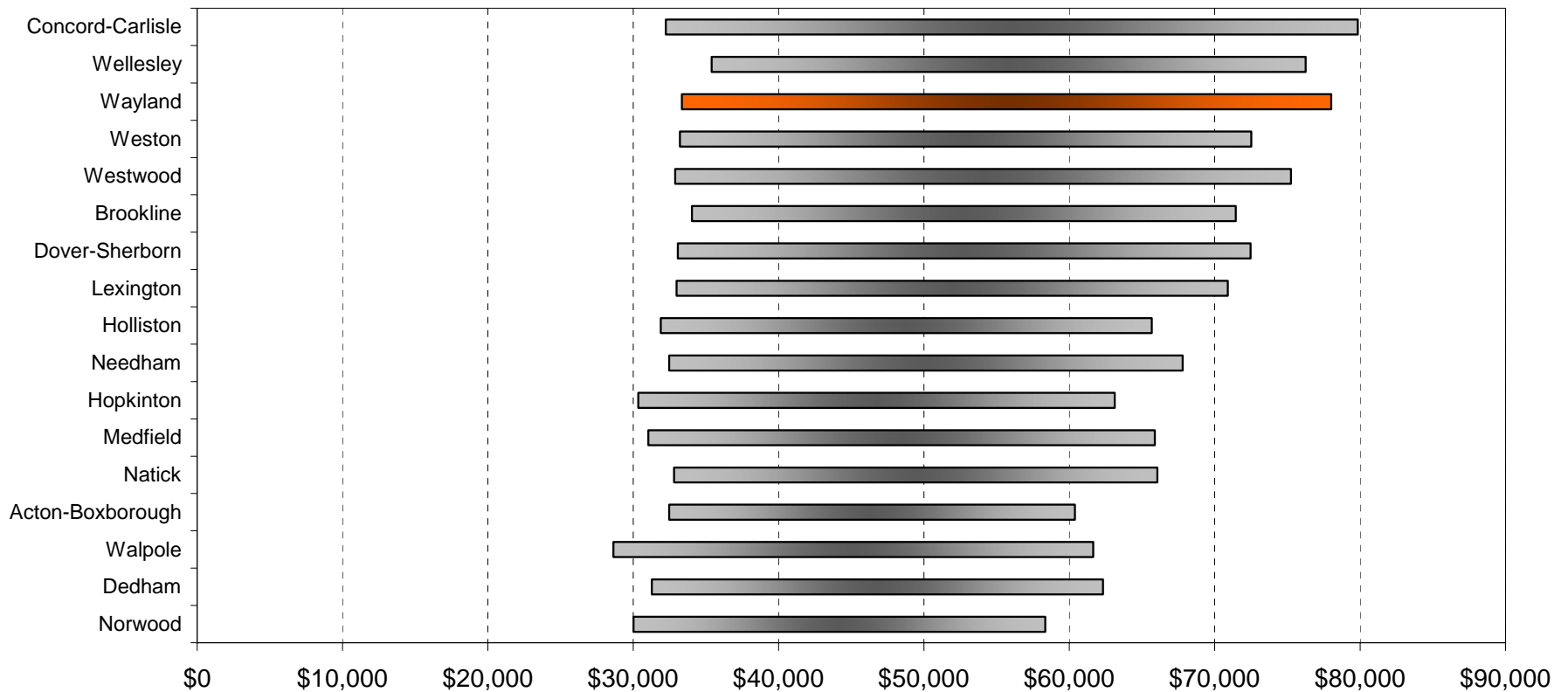


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FY01 salary schedules

FY01 School Salary Step Ranges for Selected Towns
Bachelor's to Doctorate



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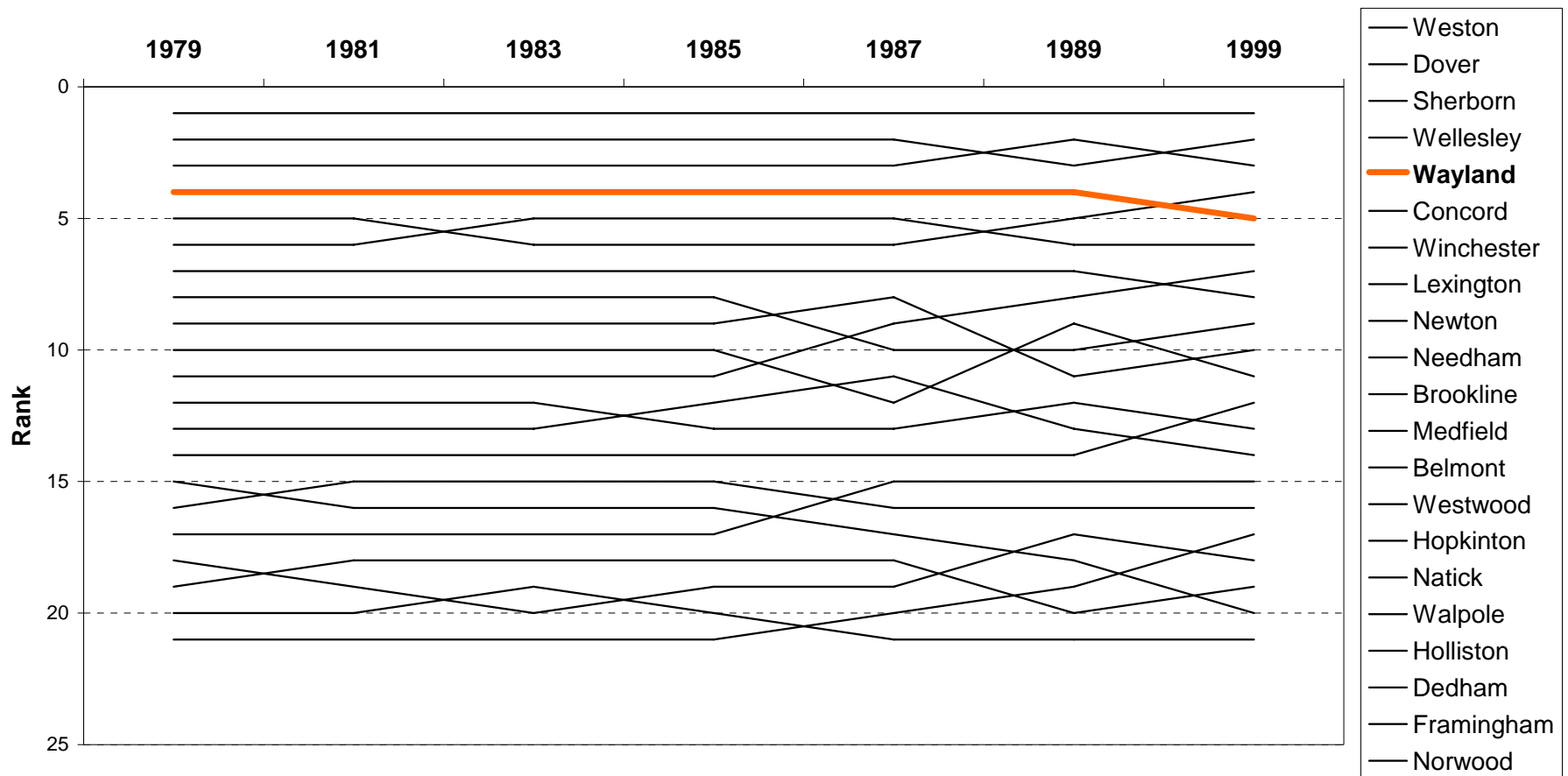


FY01 salary schedule details

- Prior chart is “unweighted”
 - Wayland ranks 3rd for Bachelor’s
 - Wayland ranks 4th for Bachelor’s+15
 - Wayland ranks 3rd for Master’s
 - Wayland ranks 4th for Master’s+15
 - Wayland ranks 2nd for Master’s+45
 - Wayland ranks 1st for doctorate
- Philosophy is to reward for longevity

Per capita income

Income Per Capita over Time



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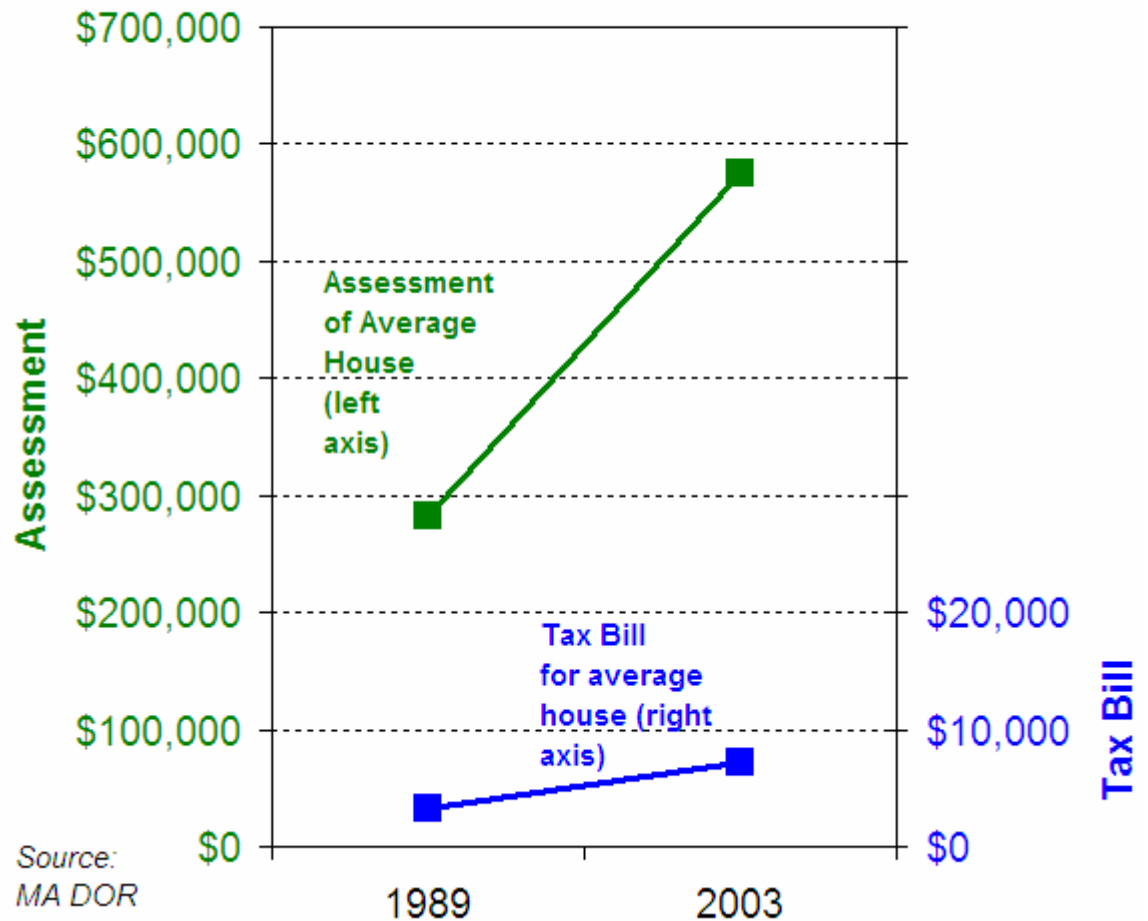
Support programs

- Tax work-off
 - \$500 per year
- Tax abatement
 - \$375 to \$1,000 per year
- Tax deferment

Real estate appreciation

- Sum of tax increases from 1989 to 2003 averages \$29k
- Home appreciation over same period averages \$290k
- Homeowner gain is 10x cost

Wayland Average House Assessment and Tax Bill
1989 and 2003



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Real estate appreciation correlates with school spending

■ Additional 2% appreciation per year

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Cut list

High School

PE Teachers (2.0 FTE)	\$	144,355
Adjustment Counselor (1.0 FTE)	\$	59,401
Academic teacher (1.0 FTE)	\$	51,692
HS Department Secretary (0.51 FTE)	\$	18,093
HS Library Aide (0.55 FTE)	\$	19,740
Advisor stipends	\$	14,245
Summer curriculum work	\$	17,333
Non-personnel budget reduction	\$	79,312
Freshman Athletics	\$	49,750
Rental of Town Pool for swim team	\$	15,000
Rental of Weston ski track for ski team	\$	3,000
Rental of Ward Hill for ski team	\$	2,400
Rental of Nashoba for ski team	\$	1,850
Rental of Atkins for diving	\$	1,200
	\$	477,371

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Cut list (cont'd)

Middle School

Cluster reduction (1.7 FTE)	\$	95,275
Math Boost (0.6 FTE)	\$	31,015
Librarian (0.2 FTE reduction)	\$	13,283
Computer Specialist (0.2 FTE reduction)	\$	14,870
Tech Ed (1.0 FTE)	\$	65,712
Computer Teaching Assistant (0.3 FTE)	\$	11,056
House Leaders (2)	\$	13,432
Advisor stipends	\$	41,321
Summer curriculum work	\$	17,500
Non-personnel budget reduction	\$	41,740
Tech Ed operating budget elimination	\$	7,000
Spring Sports (Baseball, softball, track)	\$	15,004
	\$	367,208

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Cut list (cont'd)

Elementary

CH Kindergarten Teacher (0.65 FTE)	\$	33,600
CH Elementary Teacher (1.0 FTE)	\$	51,692
CH Art Teacher (0.2 FTE reduction)	\$	17,374
CH Music Teacher (0.2 FTE reduction)	\$	12,022
CH Librarian (0.2 FTE reduction)	\$	19,112
CH PE Teacher (0.2 FTE reduction)	\$	14,870
CH Instrumental Music (.7 FTE reduction)	\$	46,349
CH Kindergarten Teaching Assistant (0.36 FTE)	\$	12,665
CH Library Assistant (0.37 FTE)	\$	10,132
Add CH Regular Ed Teaching Assistant (1 @ 0.57 FTE)	\$	(20,264)
Add CH Computer Assistant (1 @ 0.37 FTE)	\$	(13,027)
CH Advisor Stipends	\$	11,858
CH Curriculum Liaison	\$	6,717

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Cut list (cont'd)

HH Elementary Teacher (1.0 FTE)	\$	60,221
HH Computer Specialist (0.2 FTE reduction)	\$	13,186
HH Art Teacher (0.3 FTE reduction)	\$	24,539
HH Music Teacher (0.3 FTE reduction)	\$	24,539
HH Librarian (0.5 FTE reduction)	\$	43,436
HH PE Teacher (0.2 FTE reduction)	\$	19,112
HH Instrumental Music (.5 FTE reduction)	\$	32,904
HH Library Assistant (0.37 FTE)	\$	10,385
Add HH Regular Ed Teaching Assistant (1 @ 0.57 FTE)	\$	(20,264)
Add HH Computer Assistant (1 @ 0.37 FTE)	\$	(13,027)
HH Advisor Stipends	\$	10,435
HH Curriculum Liaison	\$	6,717

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Cut list (cont'd)

LO Kindergarten Teacher (0.65 FTE)	\$	33,600
LO Computer Specialist (0.2 FTE reduction)	\$	17,374
LO Art Teacher (0.2 FTE reduction)	\$	13,142
LO Music Teacher (0.2 FTE reduction)	\$	13,142
LO Librarian (0.5 FTE reduction)	\$	43,436
LO PE Teacher (0.2 FTE reduction)	\$	10,059
LO Instrumental Music (.5 FTE reduction)	\$	31,904
LO Kindergarten Teaching Assistant (0.36 FTE)	\$	12,655
LO Library Assistant (0.37 FTE)	\$	10,385
Add LO Regular Ed Teaching Assistant (0.57 FTE)	\$	(20,264)
Add LO Computer Assistant (0.37 FTE)	\$	(13,027)
LO Advisor Stipends	\$	10,435
LO Curriculum Liaison	\$	6,717
Elementary summer curriculum work	\$	17,472
Elementary non-personnel budget	\$	20,941
	\$	623,254

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Cuts (cont'd)

Systemwide

Central Office Clerical Reduction (0.95 FTE)	\$	45,154
Curriculum & Staff Development general supplies	\$	1,376
Transportation reduction (one PM route)	\$	4,624
	\$	51,154

Total Proposed Reductions \$ 1,518,987

Summary of Proposed Reductions

Certificated Staff (16.3 FTE)	\$	1,051,216
Non-Certificated Staff (1.32 FTE, net of additions)	\$	50,392
Leadership & Advisor Stipends	\$	121,877
Athletics Reductions	\$	88,204
Summer Curriculum Work	\$	52,305
Non-Personnel Budget	\$	154,993
	\$	1,518,987

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